

PLYMOUTH BOARD OF SELECTMEN

TUESDAY, AUGUST 29, 2017

ALBA THOMPSON ROOM, TOWN HALL, 11 LINCOLN STREET, PLYMOUTH, MA – 6:00 PM

6:00 p.m. EXECUTIVE SESSION

The Board of Selectmen will hold an Executive Session pursuant to Massachusetts General Laws, Chapter 30A, Section 21, Paragraph 3; to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares, and Paragraph 6; to consider the purchase, exchange, lease or value of real property, if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the governmental body.

❖ Veolia Litigations

7:00PM - CALL TO ORDER

Ken Tavares, Chairman of the Board, called the meeting to order at 7:00 p.m. and led the Pledge of Allegiance.

Present: Kenneth A. Tavares, Chairman
 Anthony F. Provenzano Jr, Vice Chairman
 John Mahoney
 Shelagh Joyce
 Betty Cavacco

 Melissa Arrighi, Town Manager

Before the meeting began, Chairman Tavares introduced 11U Cal Ripken Player and announced that they were the 2017 Little League State Champions as well as the 2017 Regional Champions. Selectman John Mahoney came up and presented each player with a Certificate of Congratulations. Coach Hallissey came up and congratulated the team and said these kids worked real hard this year. He said their final record was 27/3 and that they won 4 out of 5 tournaments. He then thanked the boys as well as the other coaches. The Board of Selectmen then took photos with the team.

7:09PM - LICENSES AND ADMINISTRATIVE NOTES

LICENSES

On a motion by Anthony Provenzano Jr and seconded by Shelagh Joyce, the Board approved a One Day Wine and Malt License for **EC Events Management** for a Cars for Cancer Event being held on September 9, 2017 from 11:00am to 4:00pm in the Driver's Edge Parking Lot at 88 Camelot Park. *Voted 5/0*

On a motion by John Mahoney and seconded by Anthony Provenzano Jr, the Board approved a One Day Wine and Malt License for **Wheelchair Strong Foundation** for a Comedy Show Charity Event being held on September 29, 2017 from 6:00pm to 11:00pm at Memorial Hall. *Voted 5/0*

On a motion by Shelagh Joyce and seconded by John Mahoney, the Board approved a One Day Wine and Malt License for **Plymouth Philharmonic Orchestra** for a Post-Concert Reception being held on October 28, 2017 from 9:00pm to 11:00pm at the Senior Center, 44 Nook Road in Plymouth. *Voted 5/0*

On a motion by Betty Cavacco and seconded by Anthony Provenzano Jr, the Board approved a One Day Wine and Malt License for **Survivor Tails Animal Rescue**, 11 Standish Road, Hull, MA for an Adoption Fundraiser being held at Mayflower Brewing Company, 12 Resnik Road in Plymouth. *Voted 5/0*

On a motion by John Mahoney and seconded by Anthony Provenzano Jr, the Board approved a One Day All Alcohol License for **Plymouth Philharmonic Orchestra** for a Pre-Concert Party being held on September 23, 2017 from 6:00pm to 8:00pm at Pilgrim Hall. *Voted 5/0*

On a motion by John Mahoney and seconded by Anthony Provenzano Jr, the Board approved a One Day All Alcohol License for **Plymouth Philharmonic Orchestra** for a Concert being held on September 23, 2017 from 6:00pm to 10:00pm at Memorial Hall. *Voted 5/0*

On a motion by John Mahoney and seconded by Anthony Provenzano Jr, the Board approved a One Day All Alcohol License for **Plymouth Philharmonic Orchestra** for a Concert being held on December 9, 2017 from 2:00pm to 9:00pm at Memorial Hall. *Voted 5/0*

On a motion by John Mahoney and seconded by Anthony Provenzano Jr, the Board approved a One Day All Alcohol License for **Plymouth Philharmonic Orchestra** for a Concert being held on December 10, 2017 from 2:00pm to 4:00pm at Memorial Hall. *Voted 5/0*

On a motion by Shelagh Joyce and seconded by John Mahoney, the Board approved a Change of Manager for **OS Golf Management LLC** from Lloyd Gillespie III to Donald Baker for their (3) Licenses located at 35-39 Doublebrook, 44 Talcott Pines, 43 Doublebrook and 47 Doublebrook. *Voted 5/0*

On a motion by Betty Cavacco and seconded by Anthony Provenzano Jr, the Board approved an Outdoor Amplified Music Permit for **Survivor Tails Animal Rescue** for an Acoustic Guitarist at a Fundraiser being held on September 16, 2017 from 12:00pm to 5:00pm at Mayflower Brewing Company, 12 Resnik Road in Plymouth. *Voted 5/0*

On a motion by Betty Cavacco and seconded by Shelagh Joyce, the Board approved an Outdoor Amplified Music Permit for the **Alzheimer's Association MA** for a Speaking Program being held on September 16, 2017 from 8:00am to 12:00pm. *Voted 5/0*

ADMINISTRATIVE NOTES

The Board agreed to Execute a Memorandum of Agreement for a two year Collective Bargaining Agreement with the **Dispatchers** dated July 1, 2016 through June 30, 2018 as found under Article 1 of the 2017 Fall Town Meeting. *No Vote Needed*

On a motion by Anthony Provenzano Jr and seconded by John Mahoney, the Board voted to recommend **Article 6** for the 2017 Fall Town Meeting. *Voted 5/0*

On a motion by Anthony Provenzano Jr and seconded by Shelagh Joyce, the Board voted to recommend **Article 8** for the 2017 Fall Town Meeting. *Voted 5/0*

On a motion by Anthony Provenzano Jr and seconded by John Mahoney, the Board voted to recommend **Article 10** for the 2017 Fall Town Meeting. *Voted 5/0*

On a motion by Anthony Provenzano Jr and seconded by Shelagh Joyce, the Board voted to recommend **Article 22** for the 2017 Fall Town Meeting. *Voted 5/0*

On a motion by Anthony Provenzano Jr and seconded by Betty Cavacco, the Board approved a **Rate Increase** for Receiving Sludge/Septic from within and outside the Town of Plymouth as recommended by the Department of Public Works. *Voted 5/0*

On a motion by Shelagh Joyce and seconded by Anthony Provenzano Jr, the Board endorsed the recommendations made by the **Roads Advisory Committee** to deny the snow plowing requests for John Paul Lane and Deer Run. *Voted 5/0*

7:14PM – PUBLIC COMMENT

Steve Lydon came up and said that in talking with many of his neighbors, he wanted to come up and publicly thank Jonathan Beder, Director of Public Works, for all of their hard work while paving Bourne Road in Plymouth.

Randy Parker came up and wanted to talk about the New Town Hall hours of operation. He said that he'd like to see other options discussed rather than close down the building on Friday afternoons just to stay open late on Tuesday evening.

Kevin Lynch came up and said Randy Parker made a good point. Mr. Lynch then went on to say that the Fall Town Meeting Warrant has 40 Articles on it and asked if one of the Board members would make a motion to post it within the five villages of Plymouth before September 7th in order to get suggestions from residents. He said we have 60,000 residents and only 5 Board members, and our residents could offer insight on these Articles. This Warrant has been published for over a week now and he said the residents deserve to have it available to them. He finished by referencing Mr. Bluestones comments about how government frustrates people by keeping them at arms length.

7:25PM – ARTICLE 1 – Collective Bargaining (Dispatchers)

Melissa Arrighi, Town Manager, said they were at the tail end of negotiations and are pleased that they reached an agreement with the Dispatchers. She went over some of the highlights of the agreement as follows: Language changes, COLA increase of 2.5%, night shift differential, senior steps, and deferred compensation.

On a motion by Betty Cavacco and seconded by John Mahoney, the Board voted to recommend Article 1 for the 2017 Fall Town Meeting. *Voted 5/0*

7:27PM – ARTICLE 2A – Amend Article 7A of the 2017 Spring Town Meeting

Lynne Barrett, Finance Director, came up and said that under this Article we are asking Town Meeting to make amendments to the Annual Budget voted on under Article 7A of the

2017 Spring Town Meeting. We're asking for nine different changes to the General Fund Budget which is summarized in the memo that you received.

Lynne Barrett then went over each of the nine line items with their associated costs before opening the discussion up for questions from the Board.

Shelagh Joyce, Selectmen, asked if we approve this Article does that mean that we approve the Grant Writer's position, and asked if that salary was included, to which Ms. Barrett replied yes, there is a six month salary included in this budget.

Selectman Joyce then said that she applauds David Gould, Director of Marine and Environmental Affairs, for his grant writing and all of the work that he has done. She then asked if we have a Grant Writer will all of the Town's departments use this person or will they still handle their own departmental grants.

Melissa Arrighi replied by saying she suggests that if a department has been successful with their grants then they continue and will be written into their job descriptions. She said that David Gould has a high skillset writing and presenting grants, but maybe the Grant Writer can assist him and make it easier. They could also work on other grants to generate more revenue sources. She finished by saying this would be a one or two year position at which time we would look at the success rate of the position.

Ken Tavares, Chairman, asked if this would all be incorporated into the budget before it goes to the Finance Department. He then added that he met a Grant Writer from a small community and he stated that he pays for his own salary every year, to which Ms. Arrighi said that the Finance Department already approved this and we did have a discussion about the employee making up their salary annually.

Anthony Provenzano Jr made a motion to remove the line item for the \$30,000 half year salary for the Grant Writer and it was seconded by Shelagh Joyce. Selectman Provenzano said he isn't convinced that we need a new position will bring in enough grant money to cover their own salary and make it profitable.

Selectman Joyce asked how many other towns have Grant Writer positions, to which Melissa Arrighi said she looked at the MMA website and it's not a common position as of yet.

Selectman Mahoney asked why there was only a half year salary in the budget, to which Ms. Arrighi said she needed time to impact bargain and this was a way to get prepared for the position and fill it in January.

Selectman Mahoney then said that the Revenue Idea Task Force has done a great job digging into revenue sources, but I'd be willing to give this a try for a year or two.

Selectman Cavacco said that she has done some research on Grant Writers and has found that both larger and smaller towns have this position in place. She also said that former Assistant Town Manager, Derek Brindisi, was involved in grant writing in Worcester and they generated 7 million dollars annually.

Selectman Joyce asked if there were any issues with the union for a two year position, she also added that she would want them to bring in much more than just covering their salary, to which Melissa Arrighi said there are implications that we would have to negotiate.

Chairman Tavares said that he's listened to the Finance Committee and Town Meeting, and people ask why the Town hasn't gone after more grants. He said this is attractive to him to

have someone strictly going after grants. Chairman Tavares said he is in favor of this position but with a clear two year cap so it can be reviewed.

On a motion by Anthony Provenzano Jr and seconded by Shelagh Joyce, the Board voted to Amend Article 2A and remove the Grant Writer line item.

Voted 3/2 Tavares-Yes, Provenzano-Yes, Joyce-Yes, Mahoney-No, Cavacco-No

On a motion by Betty Cavacco and seconded by John Mahoney, the Board voted to recommend Article 2A for the 2017 Fall Town Meeting. *Voted 5/0*

7:55PM – ARTICLE 2B – Amend Article 7B – 7E of the 2017 Spring Town Meeting

Lynne Barrett said this was similar to Article 2A and they're asking for an amendment to the Enterprise Funds as follows: Airport, Sewer, Water, and Solid Waste. She said the total amount is a reduction of \$102,791.

On a motion by Anthony Provenzano Jr and seconded by Shelagh Joyce, the Board voted to recommend Article 2B for the 2017 Fall Town Meeting. *Voted 5/0*

7:57PM – ARTICLE 9A – Amend Article 16E of the 2017 Spring Town Meeting

Lynne Barrett said that this is another Article asking for an amendment to the finance debt and to reduce the borrowing for the Simes House by \$15,266.50 and to reduce the borrowing for the 1820 Court House Renovations by \$20,000.

On a motion by John Mahoney and seconded by Anthony Provenzano Jr, the Board voted to recommend Article 9A for the 2017 Fall Town Meeting. *Voted 5/0*

7:59PM – ARTICLE 5 – Compensation and Classification

Melissa Arrighi explained that this study was designed to take a look at the Town's total salary and benefit package. She then introduced Sandy Stapczynski to present the findings.

Sandy Stapczynski, President and Principal Consultant of Human Resources Services, came up to give a presentation on the Compensation and Classification Study. She began by thanking the Town Manager, Derek Brindisi, Marie Brinkmann and Patty Fry for their support during this process.

Ms. Stapczynski then went over the purposes of this study as follows: To compare Compensation/Benefits with other similar towns in Massachusetts, to develop a composite of the total compensation cost for Plymouth, and to develop new structures in job evaluation and compensation. She then defined the total compensation as the following: Base Compensation, Other Compensations/Stipends, Indirect Compensations/Benefits, and Pay Incentives/Merit.

Sandy Stapczynski then went over some samples of the results by explaining how to read the report, and then opened the discussion up to questions.

Shelagh Joyce, Selectman, said this was a tremendous amount of work and thanked her, then asked if there was any level of complexity taken into account as Plymouth is a large and

complex community, to which Ms. Stapczynski replied yes, some of the other communities compared were smaller than Plymouth but many were larger and more complex. Anthony Provenzano, Vice Chairman, said they put a lot of effort into this and their explanation will be helpful when reviewing this report. He then said we have a rich benefit package so it makes it challenging to compare. He then asked how the Town would approach that problem.

Buzz Stapczynski replied by saying that is the problem. More senior employees understand the importance of those benefits, but some employees are really concerned with what is in their pockets today. Those people need to look towards the future such as very generous retirement packages do.

Sandy Stapczynski said that many organizations are sending out statements showing total benefits to their employees.

Selectman Joyce stated that she received that statement from her employer, and then asked if any Towns were sending out those statements as well, to which Ms. Stapczynski said no, it's mainly seen in the private sector.

Ken Tavares, Chairman, said we should bring this up as a challenge. We need to make sure employees of the Town are aware of their total benefit package.

Melissa Arrighi said that we have looked at that within the Town of Plymouth. She went on to say we could calculate the total compensation but a big piece that would be missing is the Special Act and Retirement.

John Mahoney, Selectman, said that he's seen comments about packages that are less than other communities, which drives down moral and then there is turn-over. Are there and studies that can put a value on employee retention?

Sandy Stapczynski said has done studies pertaining to that and there is a real cost to employee turn-over. She went on to say the same goes for productivity which goes down if you pay below the market standards.

Chairman Tavares thanked them for their efforts and said the Board and the Town has a lot of homework to do going over this study.

8:46PM – ARTICLE 15 – Land Site 101

Melissa Arrighi said Site 101 is very interesting. She said it's a 43 acre site with frontage on Samoset Street valued at \$885,000 and is part of our DEP wastewater backup site. She added that we always look at land for this use. Ms. Arrighi then said we have been contacted by someone interested in developing this site. We would have to rezone this land if the Board were interested in leasing or disposing of this land. Ms. Arrighi finished by saying this Article would give the Board permission to sell or transfer this land and get it back on the tax rolls.

Chairman Tavares said this parcel gives him nightmares as it was overkill to have this much land set aside for the intended use. He asked why we haven't pursued looking into other options before now, to which Ms. Arrighi said it's a timing issue. She said we've been working with the DEP to remove a portion of this land, but this Article would give you the ability to act quickly.

Selectman Mahoney said he just needs more information and thinks this is a little premature. He asked if it made sense to look at West Plymouth. He went on to say we never had the conversation about the outfall pipe in the harbor, and that's a big issue. I'd hate to get rid of this land and then find out from the DEP that we need it.

Vice Chairman Provenzano asked if we could start the conversations with DEP or do we need the Town Meeting approval, to which Ms. Arrighi replied no, we have already begun talks with DEP.

Selectman Joyce asked if we had a ballpark figure of how much of the 43.5 acres we can sell, to which Ms. Arrighi stated that we would want to retain about 7 acres plus easements.

On a motion by Anthony Provenzano Jr and seconded by John Mahoney, the Board voted to withdraw Article 15 from the 2017 Fall Town Meeting Warrant. *Voted 5/0*

8:56PM – ARTICLE 19 – Charter School Expenses

Chairman Tavares congratulated Gary Maestas, Superintendent of Schools, for the opening of the new Plymouth South High School this morning, then invited him up to the podium to speak on this Article.

Gary Maestas said he reviewed the information from the Town Manager and said that the School Committee would be reviewing it at their next meeting. He said personally he would say that the way this Article is written we would recoup the expenses for Charter Schools which makes sense. MR. Maestas said that once a Charter School is implemented, it is reimbursed fully in the first year. After that, we need to ask where the funding will come from as there isn't a mechanism in place yet to fund them fully.

Selectman Mahoney said it seems premature to hear this before the School Committee makes a recommendation, to which the Board agreed.

Chairman Tavares said we will table this Article by consensus until the School Committee has had their chance to weigh in on it.

9:04PM – ARTICLE 26 – Plymouth South Transfer

Gary Maestas gave a brief description of the School Department's Articles saying that these Articles are a model to try to fund the Plymouth South High School Solar Project.

Gary Costa, School Business Administrator, came up and said that the RFP is on track to be released on the 28th of next month. Article 26 is transferring this land to the care of the School Committee and the Board of Selectmen so a lease agreement can be made for a solar canopy.

On a motion by Anthony Provenzano Jr and seconded by John Mahoney, the Board voted to recommend Article 26 for the 2017 Fall Town Meeting. *Voted 5/0*

9:10PM – ARTICLE 27 – PILOT (Renewable Energy)

Gary Costa explained that this PILOT Agreement is included in the RFP and will be paid in lieu of a lease payment. He said there would be a base bid and an amount added per every kilowatt hour used.

Selectman Joyce asked if these kilowatt hour rates were the same as Plymouth North High School, to which Mr. Costa said they didn't have a lease at Plymouth North and that the rates were used as an example.

Vice Chairman Provenzano asked if this would provide LED lighting and storage, to which Mr. Costa said yes, it is one package that will include solar panels, lights, and storage. Mr. Provenzano then asked why we are not selling the power, to which Mr. Costa said we're able to use a tax credit for using the power. He also said we will be able to manage our electricity demand with this system and power the field lights for at least 4 hours per day.

On a motion by Anthony Provenzano Jr and seconded by John Mahoney, the Board voted to recommend Article 27 for the 2017 Fall Town Meeting. *Voted 5/0*

9:15PM – ARTICLE 28 – Renewable Energy Agreement

Withdrawn

9:16PM – ARTICLE 29 – PSHS Lighting Agreement

Gary Costa explained that this would enable them to enter into a 10 year lease-purchase agreement which will be included in the RFP. At the end of the 10 year agreement we would own those lights outright.

On a motion by Anthony Provenzano Jr and seconded by John Mahoney, the Board voted to recommend Article 29 for the 2017 Fall Town Meeting. *Voted 5/0*

9:18PM – ARTICLE 38 – Rescind Article 4C from the 2017 STM (Parking Deck)

No Motion No Action

9:19PM - COMMITTEE LIAISON / DESIGNEE UPDATES

None

9:20PM - OLD BUSINESS / LETTERS / NEW BUSINESS

Chairman Tavares announced that PACtv will be holding a fundraiser for Texas and victims of Hurricane Harvey and we will pass on information as it becomes available.

Selectman Joyce wanted to thank the Town Employees and the Chamber of Commerce for the hard work that they did on the Waterfront Festival. It was packed and very impressive this year and she enjoyed being there.

Chairman Tavares said he was concerned about the work being done on Water Street but said that Jonathan Beder and the DPW did a great job preparing for the Festival.

9:18PM - ADJOURNMENT

On a motion by Anthony Provenzano JR and seconded by Shelagh Joyce, the Board voted to adjourn the Open Session at 9:18pm. *Voted 5/0*

By Roll Call: Tavares-Yes, Provenzano-Yes, Mahoney-Yes, Joyce-Yes, Cavacco-Yes

Recorded by: Christopher Badot

Administrative Assistant, Board of Selectmen